

STEP PLUS SYSTEM - TABLE 14B(N)  
**REPRESENTED** PROFESSIONAL RESEARCH SERIES\*  
 BUSINESS/ECONOMICS/ENGINEERING

**NON-EXEMPT**

FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly Step Plus Increment†
			7/10/22 Hourly	
Assistant Research	1	2 years	\$53.12	
	2		\$55.75	
	2.5		\$57.17	\$1.42
	3		\$58.58	
	3.5		\$60.14	\$1.56
	4		\$61.69	
	4.5		\$63.01	\$1.32
	5		\$64.32	
	5.5		\$65.52	\$1.20
	6		\$66.72	
	6.5		\$68.06	\$1.34
Associate Research	1	2 years	\$64.37	
	1.5		\$65.57	\$1.20
	2		\$66.77	
	2.5		\$68.09	\$1.32
	3		\$69.40	
	3.5		\$70.65	\$1.25
	4	3 years	\$71.89	
	4.5		\$73.19	\$1.30
	5		\$74.48	
	5.5		\$76.42	\$1.94
Research	1	3 years	\$71.94	
	1.5		\$73.24	\$1.30
	2		\$74.53	
	2.5		\$76.45	\$1.92
	3		\$78.36	
	3.5		\$80.59	\$2.23
	4		\$82.81	
	4.5		\$85.16	\$2.35
	5		\$87.50	
	5.5		\$90.69	\$3.19
	6		\$93.87	
	6.5		\$97.25	\$3.38
	7		\$100.63	
	7.5	\$104.15	\$3.52	
	8	\$107.67		
	8.5	\$112.01	\$4.34	
	9	4 years	\$116.34	
9.5	\$121.05		\$4.58	
AS‡				

\* For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies to the extent provided for in the MOU.

†Already factored into the base. This is the half-step amount to be entered in payroll as an off-scale component (UCOHR2). This component is retained as long as the appointee remains at this step.

‡For your convenience, the first Above Scale salary is \$125.76/hourly. Please see <https://academicaffairs.ucdavis.edu/above-scale-merits-step-plus-system> for guidance regarding additional half-steps and how to add the off-scale to the new Above Scale base.

Time at Full Professional Research Step 5 and above may be of indefinite time.